

Position Description

| | |
|------------------------|----------------------------------|
| Title | Non-Residential Withdrawal Nurse |
| Business unit | AOD & Mental Health |
| Location | As per Employment Agreement |
| Employment type | As per Employment Agreement |
| Reports to | Clinical Consultant |

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

1. Position purpose

The Non-Residential Withdrawal Nurse position is responsible for all aspects of the medical management of a client's alcohol or other drug withdrawal in a non-residential setting. This includes monitoring client withdrawal symptoms and associated medication management.

The NRW Nurse liaises with medical staff (GPs or hospital staff) and other clinical staff (e.g. mental health clinicians) to ensure the safe and effective management of withdrawal and co-occurring physical and mental health conditions.

This role works in consultation with catchment-based Specialist Family Violence advisors and works in an integrated and coordinated fashion with AOD service streams (Intake, Assessment, Counselling, Care Coordination, Non Residential and Residential Withdrawal, Residential Rehabilitation, Harm Reduction Family teams and Youth services) as well as related sectors to provide an integrated catchment wide service response.

The NRW Nurse reports to the Clinical Consultant (supervision and support may be provided via a more senior NRW Nurse in the team).

2. Scope

Budget: nil

Position Description

Non-Residential Withdrawal Nurse

People: nil

3. Relationships

Internal

- Intake and assessment
- Care and recovery
- Counselling
- Residential withdrawal
- Residential rehabilitation and youth services
- Day rehabilitation services

External

- General practitioners
 - Mental health services
 - Hospital services
 - Carers and families
 - Corrections officers
 - DFFH
 - Family violence services
-

4. Key responsibility areas

Service delivery

- Provide high quality engagement, assessment, treatment and support services to individuals and their families, using best practice principles including Family Inclusive Practice and Dual Diagnosis Principles.
- Provide high quality, evidence-based services to assist with the clinical assessment and medical management and supervision of clients wishing to reduce, stabilise or cease their problematic use of alcohol or other drugs.
- Work with clients to develop and review their Individual Treatment Plans developed at assessment.
- Provide ongoing clinical monitoring and observation of clients, including close liaison with medical officers for assessment of medical needs during withdrawal, the monitoring of withdrawal symptoms, mental health screening and assessment and documentation of progress.
- Inform and educate the client and their carers about withdrawal and other drug treatment including harm reduction; pharmacotherapy or other medication regimes; post withdrawal support and treatment.
- Provide motivational enhancement, education and counselling about the withdrawal experience and introduction of relapse prevention techniques.
- Undertake discharge planning including referral to ongoing counselling and support if appropriate.
- Undertake post withdrawal planning by working with clients and family members to develop agreed support plans for their withdrawal, post-withdrawal treatment and ongoing care, including engagement with GP's and other relevant service providers and providing wrap-around support for complex clients.
- Provide specialist AOD assessments and contribute to Clinical Review, via a roster system.
- Maintain close working relationship with Intake & Assessment in relation to capacity and prioritisation of complex clients.
- Refer individual cases back to Intake and Assessment for clinical review/ to be reassessed if a client's classification needs changing.
- Provide interim support to NRW clients and families during the period between assessment and the commencement of their withdrawal program, as required.
- Provide regular and timely contact that is responsive to client need during their withdrawal via face-to-face, phone-based and online interactions.

Position Description

Non-Residential Withdrawal Nurse

- Maintain longer-term contact with clients and families to support and monitor clinical progress, and where appropriate, collect treatment outcome data for evaluation purposes.
- Participate in the on-call roster as required.
- Facilitate client information sharing (where appropriate) and ensure a family violence lens is placed on all areas of work to achieve better engagement and outcomes with services for survivors and perpetrators of family violence.
- Work within the bounds of the Mental health and Wellbeing Act 2022 to promote compassionate and improved mental health support while concurrently addressing AOD treatment goals.

Administration

- Maintain file records, data collection processes and reporting as required.
- Contribute to the achievement of quality improvement, both in terms of individual and program performance by encouraging an environment where high quality work is achieved and supported by the adherence to / development of quality systems documentation.
- Adhere to and keep informed of all relevant legislative compliance requirements, and report any perceived breaches, risks, hazards, incidents and complaints to line Manager or other appropriate person.
- Undertake other duties as directed by Management.

Quality and risk

- Build effective relationships with the client's family and significant others, relevant self-help and mutual aid groups, and other health and welfare services to support and enhance positive outcomes for clients.
- Work closely with Intake & Assessment and Care & Recovery service providers to ensure smooth transition between functions and a collaborative approach to treatment.
- Co-coordinate care with other health services, including shared care and support to GPs (for withdrawal and pain management) and pharmacotherapy prescribers (for induction, stabilization, and reduction), regular information and feedback to GPs and referring agencies.
- Develop close connections with pharmacotherapy networks and access to DACAS (Addiction Medicine Specialists - AMS)
- Consult with General Practitioners and other health and welfare service providers in relation to drug treatment including withdrawal. In consultation with clinical review processes and other engaged services provide/support the ongoing review of individual treatment plans.
- Establish and maintain collaborative and productive working relationships with current and potential stakeholders and partners, both internally and externally.
- Participate in team planning, steering groups, reference groups and working parties inside and outside the agency as appropriate.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management

Position Description

Non-Residential Withdrawal Nurse

- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on my ongoing work with another organisation

5. Performance indicators

- TBC

6. Person specification

Qualifications

- Registered Nurse Division 1. Must hold current registration with AHPRA.
- Certificate IV in AOD or have completed the core competencies (or able to complete within the first 12 months of employment Appendix A)
- Competencies in mental health dual diagnosis (or able to complete within the first 24 months of employment).

Experience

- Proven ability in all aspect of the medical management of a client's withdrawal program.
- Experience in developing individual treatment plans, post withdrawal and discharge planning.
- Knowledge and experience of working with people with complex AOD and/or Mental Health issues.
- Consultation and liaison skills.
- Ability to assess and mitigate risks that are associated with the client cohort.

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
- Sound knowledge and understanding of screening, assessment and community-based treatment for all clients with AOD and mental health issues.
- Sound understanding of alcohol and other drug withdrawal.
- Experience in dealing with complex clients and experience working with AOD or dual diagnosis clients.
- Proven ability to work with a range of people and organizations (including specific groups such as Aboriginal, CALD and Forensic clients) in a respectful and non-judgmental manner.
- Ability to collaborate effectively with clients, families, colleagues, stakeholders and other service providers.
- Ability to convey warmth, openness, empathy and concern for the welfare of clients.
- An understanding of the issues related to marginalized groups and a commitment to working with these groups.
- Employees in clinical positions are required to maintain up to date first aid and CPR training.
- Current Australian Drivers Licence

Position Description

Non-Residential Withdrawal Nurse

Appendix A

AOD Competencies

Uniting AOD requires people in clinical positions to have the following competencies (or their equivalent). Where people do not already have these competencies Uniting AOD will invest in the person's professional development by providing them through its RTO.

The competencies required in the first 12 months of employment are;

- CHCAOD001 - Work in the AOD sector – 4 days
- CHCAOD004 - Assess needs of clients with AOD issues and CHCAOD009 - Develop and review individual AOD treatment plans – 6 days combined

The competencies required in the second 12 months are;

- CHCAOD002 - Work with clients who are intoxicated – 3 days
- CHCAOD006 - Provide interventions for people with AOD issues and CHCAOD007 - Develop strategies for AOD relapse prevention and management – 8 days combined

7. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

8. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: